

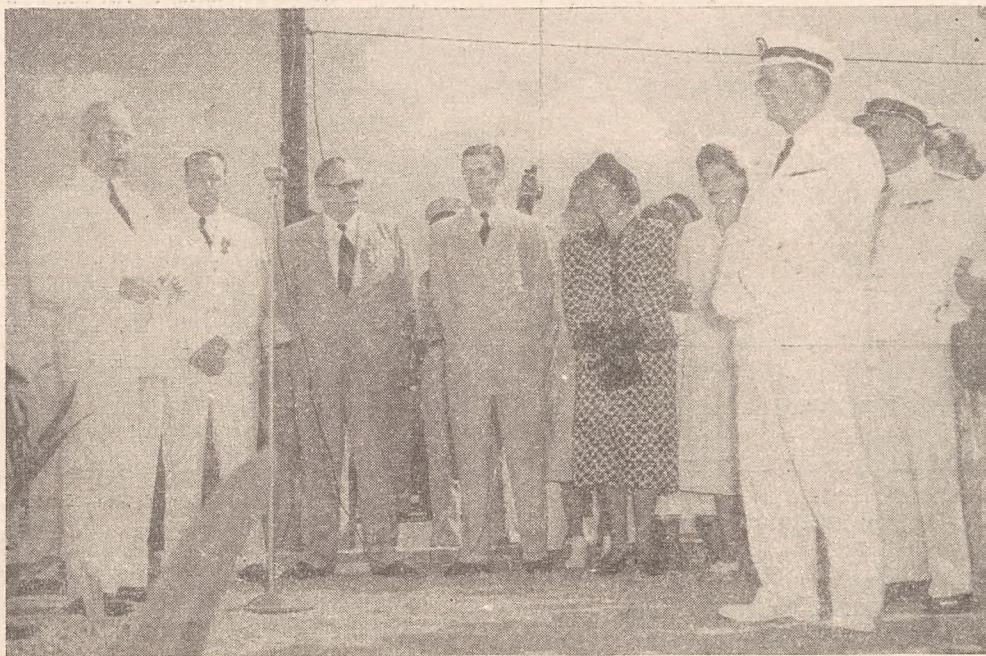
ARUBA ESSO NEWS

VOL. 10, No. 17

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November 25, 1949

Aruban War Hero Honored at Ceremony



Dr. van Bemmel highlights the dedication ceremony of the statue of Boy Ecury by explaining the part played by this gallant Aruban soldier.



Climax of the ceremony is the unveiling of the statue.



After the unveiling, the statue is surrounded by a sea of flowers.

Boy Ecury is Honored With Oranjestad Statue

November 5 marked an important day for Aruba when a huge crowd gathered at the unveiling of the statue of Boy Ecury in Oranjestad.

Ceremonies to honor this gallant Aruban, son of Mr. and Mrs. S. N. Ecury, included a dedication by Governor Peters of Curaçao. Dr. P. F. van Bemmel paid tribute to the Ecury Family and to Aruba by telling of Boy Ecury's role in World War II.

During the war, when Boy Ecury was a student in Holland, he joined several of the fighting squads, called in Dutch "Knokploegen". He was caught by the German secret police and sentenced to death.

The Nazis promised him mercy and a safe return to his home in Aruba after the war if he would disclose the names of his comrades.

"In the house of my parents," the youth replied, "there is no room for a traitor."

The next day, on the 6th of November 1944, he faced the firing squad which ended his life.

Members of the Government, representatives from Lago, and prominent citizens attended the unveiling ceremonies. Numerous wreaths were sent by many companies, institutions, official organizations, and friends of the Ecury family.

A sister, Nydia, and a brother, Reuben, work for Lago, the first in the Public Relations Department and the other in TSD.

Trabao riba Comisario Nobo Ta Progresando

Siman pasá trabao a cuminza riba panaderia bieuw, cu durante hopi anja a worde usá como deposito, pe sirbi awor como parti di facilidadnan adicional di e Comisario nobo.

E comité di 7 miembro cu a studia condicionnan y eu a duna nan recomendacionnan, a caba nan trabao den dos siman, a haya aprobacion di Directiva, y cu mes rapidez nan ideanan ta worde realizá awor.

Instalacion di facilidadnan eléctrico y di bentananan nobo ta progresando. Asina cu es trabao bini cla, cantidad grandi di provision lo pasa foi Comisario pa ey den, pa trabao riba seccionnan di "pick-up" y "delivery" cuminza.

Servicio, tanto pa tumamento di order pa cumplimiento mes, lo mejorá imensamente ora cu e facilidadnan nobo worde inaugúra.

Mientras tanto trabao ta sigui riba Comisario nobo mes p'abao di Main Gate. Nan a kita entre otro, Reclamation Shop, y Equipment Storage Building foi djei pa haya lugar pa e Comisario y fundeshi a worde bashá caba:

fundeshi di 105 pa 134 pia di seccion di Cold Storage ta cla y demas trabao ta sigui rapidamente.

SCHEDULE OF PAYDAYS

Semi-Monthly Payroll

November 16—30 Thursday, Dec. 8

December 1—15 Friday, Dec. 23

Monthly Payrolls

November 1—30 Friday, Dec. 9

COMMISSARY ADVISORY COMMITTEE NAMED

Comité Consultativo di Comisario A Worde Nombrá

Eight men accepted appointment from Management as the Commissary Advisory Committee November 16, following an invitation extended by Asst. General Manager O. Mingus to serve in this capacity. The appointments to this committee, which will consult and advise with Management on Commissary affairs, were the first to be made following the Company's study of the employee-representation system. (See page 3.)

Those who will serve on the new committee are Bilbey Hodgson of the Storehouse, David Vlaun of Cracking, Cerilio Maduro of the Laboratories, Charles Bedeau of Marine, Vicente Figaroa of Pipe, Daniel Gums of Lago Police, George Schonherr of the Esso Club, and Thomas Quashie of L.O.F. The group includes two supervisory and two other staff employees, and four hourly employees.

Following their appointment, which is to serve until they and Management agree that an election would be desirable, an organizational meeting was held. Officers named were Mr. Hodgson as chairman, Mr. Vlaun as vice-chairman, and Mr. Maduro as secretary.

Immediate plans call for the committee to work with the Industrial Relations Department in setting up a constitution and by-laws under which they will function. One of their first activities will be to follow up the recommendations of the special Commissary-study committee on the old Commissary, as reported in the last Aruba Esso News. Equally important will be advising on the development of plans for operating the new Commissary.

The officers elected are well-qualified to head the committee's activities. Mr. Hodgson of British Guiana, an employee since October 1933, was active in committee work during the early days of the EAC, and served as committee-man for many years; he now holds a supervisory position. Mr. Maduro of Aruba, employed since December 1927, was also very active in the early EAC; in recent years as a supervisor he has served as a Management representative on that group. Mr. Vlaun of St. Martin, N.W.I., an employee since August 1936, was a member of the EAC in recent years, being re-elected several times.

Of the other members, Mr. Bedeau of Grenada has six years service; Mr. Figaroa of Aruba has twelve years service (and is a graduate apprentice); Mr. Gums of St. Martin, F.W.I. has eight years service; Mr. Quashie of Grenada has ten years service; and Mr. Schonherr of Aruba was employed from 1931 to 1945, and from 1946 to the present.

Ocho empleado a accepta nombramiento di Directiva como miembran di Comité Consultativo di Comisario dia 16 di Novembre, despues di un invitacion extendi na nan pa Sub-Gerente General O. Mingus pa sirbi den es Comité. Nombramiento di es Comité, cu lo consulta y conseha Directiva riba tur asuntonan di Comisario, tabata e di promé despues cu Compania a studia sistema nobo di representacion di empleandonan. (Mira página 3.)

Esnan cu lo sirbi den e Comité nobo ta Bilbey Hodgson di Storehouse, David Vlaun di Cracking, Cerilio Maduro di Laboratorio, Charles Bedeau di Marine, Vicente Figaroa di Pipe, Daniel Gums di Lago Police, George Schonherr di Esso Club, y Thomas Quashie di L.O.F.

Despues di nan nombramiento, cu lo dura te ora nan y Directiva combini cu un eleccion ta deseabel, nan a tene un reunion pa organizar e Comité. Oficialnan di e Comité ta B. Hodgson, Presidente; D. Vlaun, vice-presidente; y C. Maduro, secretario.

Tin plannan inmediato pa e Comité reuni cu Departamento di Relaciones Industriales pa forma reglaman bao di cual nan lo funcioná. Un di nan promé actividadnan lo ta di sigui recomendacionnan riba e Comisario bieuw cu a resultá de estudio di e Comité Especial pa Problemanan di Comisario, manera tabata publicá den ultimo número di Aruba Esso News.

E oficialnan eligí ta cualificá pa ta na cabez di actividadnan di e Comité. Sr. Hodgson di British Guiana y un empleado desde October 1933, tabata activo den trabao di Comité durante promé tempo di existencia di EAC, y a sirbi como miembro hopi anjanan largo, y actualmente e ta ocupa un puesto supervisorio. Sr. Maduro, un Arubiano empleá desde December 1947, tambe tabata masha activo durante promé anjanan di EAC; durante anjanan mas reciente el a sirbi como representante di Directiva den es grupo. Sr. Vlaun di St. Martin, un empleado desde Augustus 1936, tabata un miembro di EAC durante anjanan reciente, y a worde reeligí varios vez.

Di e otro miembran, Sr. Bedeau di Grenada tin 6 anja di servicio; Sr. Figaroa di Aruba tin 12 anja di servicio (y ta un aprendiz graduá); Sr. Gums di St. Martin (Frances) tin 8 anja di servicio; Sr. Quashie di Grenada tin 10 anja di servicio; y Sr. Schonherr di Aruba tabata empleá di 1931 te 1945, y despues de 1946 te awor.



The newly-appointed Commissary Advisory Committee is shown above. Left to right in back are Thomas Quashie, Daniel Gums, and David Vlaun; in front are Vicente Figaroa, Bilbey Hodgson, Cerilio Maduro, George Schonherr, and Charles Bedeau.

ARUBA ESSO NEWS

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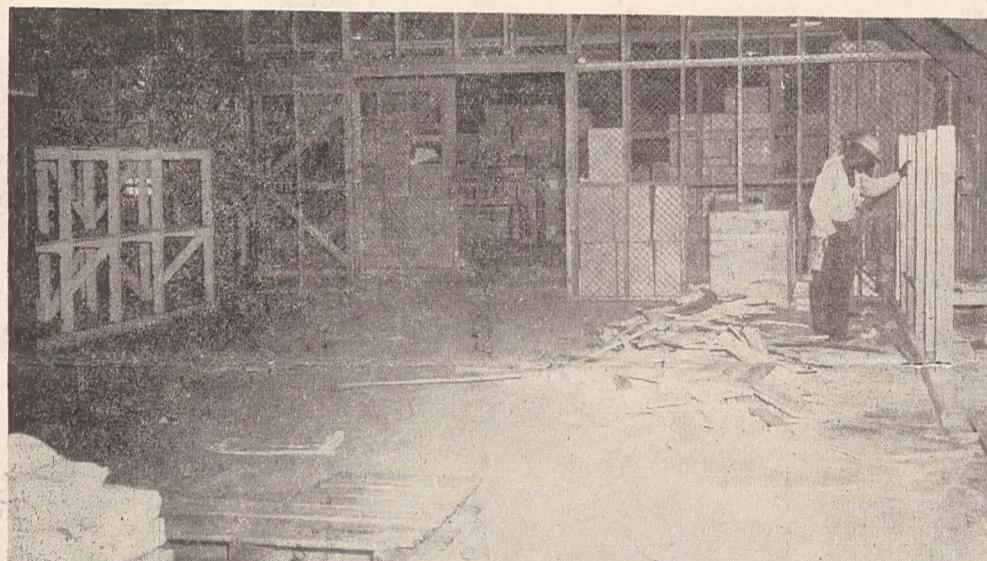
A grim reminder that safety pays is this wrecked automobile which crashed into the side of a building near San Nicolas.

E portret aki di un auto cu a dal contra un cas na San Nicolas, lo sirbi como spiertamento cu Seguridad Ta Lo Mihor.

LOOK OUT...

....when it's dark out!

For each mile of motor travel, three times as many fatal



The building which will hold the pick-up and delivery section of the commissary is rapidly reconditioned. Here a workman tears out old storage racks. The windows will be used for pick-up windows; shelving and wiring are also being installed.

Trabao riba Comisario nobo ta progresando y e edificacion cu ta existi caba y cu lo forma parti di dje ta worde modernizá; aki nos ta mira un di e trahadornan ta kita tranjet bieuwanan.

Progress Being Made on Commissary Improvements

The old Bakery building, quiet for many years since it stopped turning out bread and became a warehouse, was a scene of intense activity again last week as work began to make it an annex of the Plant Commissary.

The seven-man committee that studied conditions and recommended improvements at the Commissary moved fast, completing its work in less than two weeks, with immediate acceptance by Management, and the same sort of high-priority handling is being seen in carrying out their suggestions.

Good progress is being made on the installation of electric wiring and shelving, which was started as soon as the stored material was moved, and on remodeling of the windows. As soon as these jobs were completed, which may be by the time this issue appears, large amounts of stock will be moved from the Commissary so that remodeling of the present pickup and delivery sections can be started.

Both pickup and over-the-counter services will be substantially improved. Not only will the former Bakery be entirely devoted to pickup and delivery orders, but windows in what is now the entrance porch will also speed this service. Expansion into the Bakery and the addition of several refrigerated showcases will give considerably more space for over-the-counter trade. Also, illumination in the building is being improved.

Meanwhile work is going ahead at the new Plant Commissary located west of the Main Gate. The Equipment Storage Building, the Reclamation Shop and an



Laying of sewer pipe and building of forms for the foundations of the new Commissary proceed rapidly.

asbestos-grinding building were dismantled to clear the site, and new foundations are being poured. Footings and piers for most of the 105-foot by 134-foot cold storage section are completed, and the main sewer line has been placed.

SAFETY PAYS

Departmental Reporters

(Dots indicate that reporter has turned in a tip for this issue)

Simon Coronel
Bipat Chand
Satkaar Bacchus
Simon Geerman
Bernard Marquis
Iphil Jones
Erskine Anderson
Fernando da Silva
Bortie Viapres
Hugo de Vries
Willemfridus Booij
Mrs. Ivy Butts
Jacinto de Kort

Harold Wathey
Mrs. M. A. Mongroe
Eisa Mackintosh

Calvin Hassell
Federico Ponson
Edgar Connor
Mario Harms
Cade Abraham
Jan Oduber
John Francisco
Jose La Cruz
Stella Oliver
Ricardo Van Blarcum
Claude Bolah

Harold James
Edney Huckleman
Samuel Rajroop
Jeffrey Nelson
George Lawrence

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Hospital
Storehouse
Instrument
Drydock
Marine Office
Receiving & Shipping
Acid & Edeleanu
Pressure Stills
C.T.R. & Field Shops
T.S.D. Office
Accounting
Powerhouse 1 & 2
Laboratories 1 & 2
Laboratory 3
Lago Police
Esso & Lago Clubs
Dining Hall (2)
Catalytic
M. & C. Office
Masons & Insulators
Machine Shop
Blacksmith, Boiler & Tin
Pipes
Welding
Colony Commissary
Plant Commissary
Laundry
Colony Service Office
Colony Shops
Garage
Personnel
Sports
Special
Carpenter & Paint
Gas Plant

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traffic accidents occur in the hours of darkness as in the daytime.

Half of all pedestrian fatalities occur between 6 p.m. and midnight.

Let those facts help guide you safely in your off-the-job walking and driving.

When you drive at night, lower your customary daytime speed to make allowances for reduced visibility. Dim your lights for other drivers. Don't get caught with your eyelids down — don't drive when sleepy.

When you're walking during dusk or darkness, be especially cautious, because you're harder for drivers to see.

Limerick Contest Winners

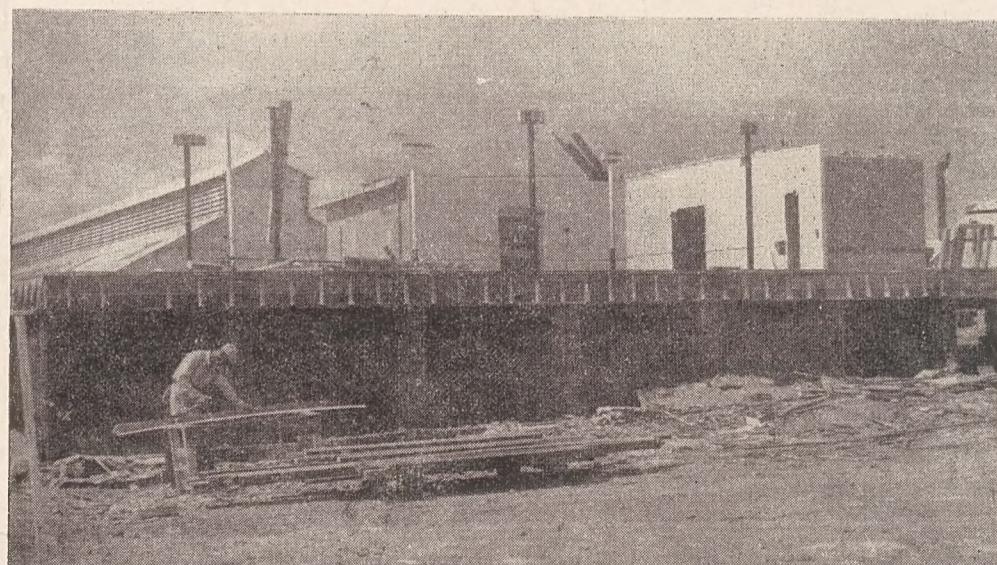
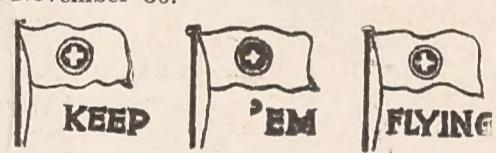
R. Chang Yit of Material Accounting scored first place in the Safety Limerick Contest, winning Fls. 5. His winning entry is:

The Contest is over; we've won the fight
Our safety record is at a new height
But never relax your guard
In home, shop, office, or yard
Safety pays morning, noon and night.
Second prize winner of Fls. 3 is D. V. Pangay, Unlicensed Personnel Division of the Marine Department. His ending is "For safety neglected leaves a pitiful sight".

Third prize, Fls. 2 goes to Vita Govia, Medical Department, whose last line is "So fight for a new goal with all your might".

The next contest will be this limerick:
To drive safely, learn how to steer.
Keep to the right and stay in gear.
And no matter where you go,
It's always wise to know

Finish the limerick and make your last line rhyme with steer. Send it to the Aruba ESSO News with your name, payroll number, and department. Remember to get it in by Wednesday, November 30.



Last remnants of the M. & C. administration building are demolished as the M. & C. offices take up temporary residence at the east end of the refinery. For "old-timers", this is a historic picture. The building was one of the first in the refinery and housed the accounting department. Before this time (October 1929), the Accounting and Marine Departments were crowded together in the old frame building which is now the Marine Annex. M. & C. Administration took over the building on September 6, 1940. The site is now being cleared for the new mechanical shops and warehouse.

NEW ARRIVALS

Twin sons, Carlos Gerrit and Carlos Jacob, to Mr. and Mrs. Gerrit Croes, November 4.
A son, Phillip Recardo, to Mr. and Mrs. William Lambert, November 4.
A son, Maxciemillian Vincentius, to Mr. and Mrs. Alexander Lie Hap Ho, November 5.
A daughter, Brenda Jeanette Theresa, to Mr. and Mrs. Herbert Hengeveld, November 5.
A son, Ronald Cleveland, to Mr. and Mrs. James Kirton, November 6.
A son, Jacinto Valentino, to Mr. and Mrs. Alejo Geerman, November 6.
A daughter, Gloria Angela, to Mr. and Mrs. Peter Charles, November 6.
A daughter, Ilsa Agnes, to Mr. and Mrs. Cornelis Pracht, November 7.
A daughter, Ligia Mercedes, to Mr. and Mrs. Leon Solognier, November 7.
A daughter, Rufina Florencia, to Mr. and Mrs. Mateo Werleman, November 7.
Twins, a daughter, Yvonne Otilia, and a son, Alfred Ervin, to Mr. and Mrs. Alfred Thomas, November 7.
A daughter, Ofelia Elena Altadecia de la Cariad, to Mr. and Mrs. Rafael Fernandez, Nov. 7.
A daughter, Freda Maria, to Mr. and Mrs. Simplicio Koolman, November 8.
A son, Desmond Earl, to Mr. and Mrs. De Aguiar, November 8.
A son, Igidio Victor, to Mr. and Mrs. Octavio Janez, November 8.
A son, Godfriedus Victor, to Mr. and Mrs. Alberto Herandez, November 8.
A son, Christopher, to Dr. and Mrs. William Lee, November 9.
A son, Jose Del Carmen, to Mr. and Mrs. Alfredo Herrera, November 10.
A son, Jacobs Edwards, to Mr. and Mrs. Eduardo Geerman, November 10.
A daughter, Joyce Theresa, to Mr. and Mrs. Lloyd George, November 10.
A son, Ronald Ismael, to Mr. and Mrs. Ricardo Geerman, November 10.
A daughter, Lida Jean, to Mr. and Mrs. Robert Ettenperger, November 10.
A daughter, Shirley Ingrid, to Mr. and Mrs. James Reeborg, November 10.
A son, Lee Ernesto, to Mr. and Mrs. Ernesto Van Ter Pool, November 11.
A son, Juan Rudolfo, to Mr. and Mrs. Juan Croes, November 11.
A son, Cuthbert Earl, to Mr. and Mrs. George Richardson, November 11.
A son, Johannes Ricardo, to Mr. and Mrs. Jan Dirksen, November 11.
A son, Joseph Michael, to Mr. and Mrs. Rupert Sardine, November 12.
A son, Eugene Richard, to Mr. and Mrs. Eugene Tondu, November 12.
A son, Wilbert Nathaniel, to Mr. and Mrs. David Morton, November 12.
A son, Kenneth, to Mr. and Mrs. Eddy Wijdh, November 12.
A son, Eric Herward, to Mr. and Mrs. Joseph Warner, November 13.
A son, Gaston Bernhard Russell, to Mr. and Mrs. Martin Richardson, November 14.
A daughter, to Mr. and Mrs. Frans Croes, November 14.

Long Service Awards

20 - YEAR BUTTONS

Michel Croes	Stewards
Anthony Dascanio	Acid & Edeleanu
Eugene Spitz	Acid & Edeleanu
Pieter Kelly	Machinist
Edward Fields Jr.	Machinist
Harold Massey	Light Oils Finish.
George Webb	Light Oils Finish.
Mathew Lybert	Electrical
Benjamin Cobb	Process Cracking
David Abrahams	Powerhouse
Everett Dodge	Laboratory
Louis Browne	Lago Police

10 - YEAR BUTTONS

Victor Leal	Boiler
Barbara Alexander	Col. Maint.
Williams Van Heyningen	Garage
Axel Somod	Marine Shipyard
Gay Abrams	Electrical
Nicolaas Croes	Rec. & Ship.
Esyldro Koolman	Marine Office
Gorre Dos Ramos	Cracking
Thomas Kelly	Cracking
Eric Woods	Lake Fleet
Freddy Modeste	Lake Fleet
Charles Hughey	Lake Fleet
Wilfred Turner	Lake Fleet

Employee Representation at Lago

The last issue of the Aruba ESSO News traced the development of employee representation at Lago. Following are the highlights of that article:

The Employees' Advisory Committee, elected annually, was established in 1936 to consult with Management on wages, hours, and working conditions. Later its scope expanded to take in all matters affecting staff and regular employees. The successive committees were helpful to employees and to Management in a variety of ways: by acting in an advisory capacity on benefit plans; by negotiating adjustments in earnings as the cost of living increased; by organizing activities at the Sports Park; by helping to establish standardized disciplinary procedures; by taking up grievance cases; and in many other ways. For many years it satisfactorily filled a need for employee-management communications.

In September 1949, however, due to difficulties not connected with the original functions of the committee, it resigned and ceased to exist.

Today, employee-Management relations have developed to a point where the committee plan as it was conceived here 13 years ago no longer meets present needs. The need for communications continues, however, and to that end Management was studying changes in the representation plan.

Former plan "out-grown"

Arriving at a new representation plan could best be done by eliminating the defects of the former plan. There were two main ways in which the refinery had "out-grown" the old plan:

1 - With staff and regular employees moving up into supervisory positions, a growing number of employees could no longer be represented by a committee under the former system. This was because it would not be reasonable to have supervisors, who are a part of Management, negotiating with Management on wages, hours, and working conditions, the chief function of the EAC. Also, a supervisor could not adequately administer discipline and at the same time function as an employee representative. On the other hand, a supervisory employee has as much concern in the Commissary or in a benefit plan as a non-supervisor. Yet his advice, comments, or wishes could not be taken into account by a committee. There was a feeling among employees that the Committee lost the benefit of having men of supervisory rank consult with them when they were studying off-the-job problems that affected all employees.

2 - It became more and more unsatisfactory for a single body of representatives to act as an advisory group on some kinds of problems and as a negotiating group on other kinds of problems. As the refinery and the number of employees grew bigger, the number of problems grew. It became more and more difficult for one group to handle all problems with Management. It also became harder to keep the two fields of operations separate: that is, to negotiate where problems were open to negotiation, and to advise on problems where only an advisory function was called for.

Two chief needs

An improved representation system calls for two essentials:

First, to establish a better system of handling on-the-job problems.

Second, to establish advisory committees for off-the-job problems in which all staff and regular employees and supervisors are represented.

Both essentials are met by having different groups concentrate on the two different kinds of problems: the negotiable sort, concerning wages, hours, and working conditions, and the advisory sort, concerning off-the-job problems.

42 invited to discuss representation

In the near future 42 prominent employees are being invited to consider further proposals by Management on the negotiating aspect of representation. They are being chosen from among those men who are leaders or who have shown continued interest in committee activities.

The number was established by selecting two men from each of 21 districts.

Advisory function important

The advisory function on off-the-job problems is a valuable one, important to employees and to Management. This has been proved over and over in the work of a number of advisory committees. It has been outstanding in the history of the EAC, in which the Committee was helpful to employees and Management in advising on the Commissary, Sports Park, various benefit plans, and on a long succession of other important items.

The influence of employee opinions on such problems shows how important this function is. It provides Management with a close view of employee thought and feelings; it enables Management to make the best possible decisions, giving full consideration not only to the economics of the business but to the welfare of the employees. It is a wide road of communication, equally valuable at both ends.

Three advisory committees planned

In recognition of this need for employees' cooperation in solving off-the-job problems, Management proposes to appoint three advisory committees. These three appointed committees will serve for one term, after which elections will be held. The three groups with advisory functions are:

Commissary Advisory Committee Sport Park Committee Special Problems Advisory Committee

The Commissary Advisory Committee will advise Management on customer problems arising from the operation of the Plant Commissary. The work of this group, important now, will become even more so when the new Commissary is completed; it will be of greatest assistance in ironing out the wrinkles of a new operation and helping to get the maximum benefit from the new facilities.

(This committee, appointed last week, is pictured on page 1.)

The Sport Park Committee will, as it has done so successfully in the past, be responsible for organizing and conducting activities at the Lago Sport Park. Its work is of great importance because it promotes healthful recreation for hundreds of sports participants, as well as entertainment for thousands of employees, their families, and other Aruba residents.

The Special Problems Advisory Committee will advise and consult with Management on the following subjects: employee benefit plans, sales to employees other than Commissary items, safety topics not related to work, medical facilities, and other off-the-job problems.

Future experience may or may not show a need for one or more additional advisory committees. At present, however, it is believed that these three groups provide a broad base for the exchange of ideas between employees and Management.

(The third article in this series will appear in the next issue of The Aruba ESSO News.)



Representacion di Empleadonan na Lago

(Segunda parti)

E ultimo numero di Aruba ESSO News a delineá desaroyo di representacion di empleadonan na Lago. Aki ta sigui puntonan principal di es articulo:

Comité Consultativo di Empleadonan, eligí anualmente, a worde estableci na 1936 pa consulta cu Directiva tocante ganamento, oranan, y condicionnan di trabao. Despues nan programa a exten-dé, cubriendo tur asuntonan cu tabata afectá empleadonan regular y di staff. E Comiténan cu a sigui otro anualmente tabata probechoso pa empleadonan y pa Compania di varios manera: actuando como consehero riba plannan di beneficio; negociando riba ahustenan den ganamentonan ora cu costo di bida a aumento; organizando actividadnan na Sports Park; yudando den establecimien-to di procedimiento disciplinario; presentando quehonan; y na hopi otra manera. Durante hopi anjanan e Comité a yena e necesidad pa comunicacion entre empleadonan y Directiva.

Na September 1949, sinembargo, pa via di dificultadnan cu no tabata conecta cu funcionamiento original di e Comité, e Comité a tuma su retiro y a stop di existi.

Awor Compania ta reconoce, cu relacionnan entre empleadonan y Directiva a yega na un punto cu e plan di Comité manera el a worde estableci 13 anja pasá, no ta cubri necesidadnan adecuadamente. Un medio di comunicacion, sinembargo, ta muy necesario, y cu tal doel Compania a studia cambionan den plan di representacion.

Plan Anterior Inadecuado

E mihor moda pa establece un plan nobo di representacion ta di eliminá defectonan di e plan anterior.

1 - Cu promocion di empleadonan regular y di staff pa puestonan supervisorio, un cantidad creciente di empleadonan no por a sigui ser representá pa es comité bao di e sistema bieuw, pa motibo cu no tabata rasonabel pa es empleadonan cu puestonan supervisorio, siendo parti di Directiva, negocia cu Directiva riba salarionan, oranan y condicionnan di trabao, punto principal riba programa di Comité Consultativo di Empleadonan. Tambe, un empleado ocupando un puesto supervisorio no por administra reglanan disciplinario y funcioná como representante di empleadonan alavez. En cambio, un empleado den un puesto supervisorio tin mes tanto interes den Comisario of cualquier plan

Continuá na pagina 5



Lucas Wellman, of the Dakota team.

Members of Dakota Team Receive Contest Prizes

November 10 was Award Day for members of the Dakota team, winners of the Safe Workers' Contest. On that day prizes were presented to personnel from the Cracking Department, Executive Office, and TSD Engineering.

Members of Dakota each received a grand prize for winning the overall contest, and an award for winning the second half. For the grand prize they had a choice of a gold-filled pen knife and key chain or a ladies' manicure set. The other award was either a calf skin wallet or a pedicure set. As an alternate to either award, they could select a pair of safety shoes.

A second award day will be held next month, with prizes going to all teams which ended the contest above the 30 per cent improvement mark.

Shown here are several highlights in connection with Dakota's Award Day.

Typical of Dakota's members is Lucas Wellman, left, shown taking proper safety precautions (safety helmet, gloves, and other protective equipment) in the performance of his job.

Below him are members of the Safety Incentive Committee loading prizes into a car for

distribution to members of the Dakota team. From left to right are E. J. Kulisek, G. N. Owen, F. H. Himes, K. Springer, and E. F. Keesler.

Below that group personnel from the Executive Office receive their awards. Wearing hat is A. Arends and, in front of him, H. Kelly, both Dakota team lieutenants.

Bottom left, Electrical personnel receive prizes. Seated at left is E. F. Keesler, standing are J. H. Leysner, Dakota captain, and V. Steele.

Top right, Mr. Keesler and B. S. Dimurro hand out awards in the Main Electric Shop. Looking over their shoulder is E. J. Kulisek, of the Safety Division.

Middle right, F. H. Himes shows the awards to Dakota members in TSD Engineering.

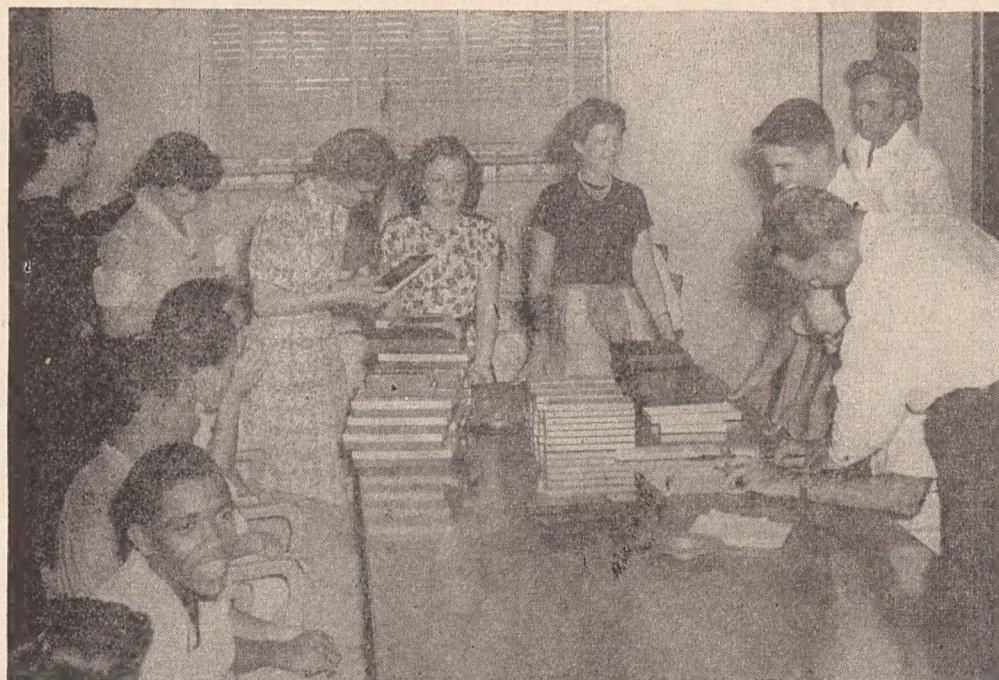
Bottom right, three men check the Control panel in the Cracking Plant sub-station. From left to right are F. Quant, V. Jacobs (a Dakota lieutenant), and L. Deyer. Although live current runs through this panel, by always taking proper precautions and following safety regulations these men worked safely and contributed to Dakota's winning record.



Members of the Safety Incentive Committee load the prizes into a car.



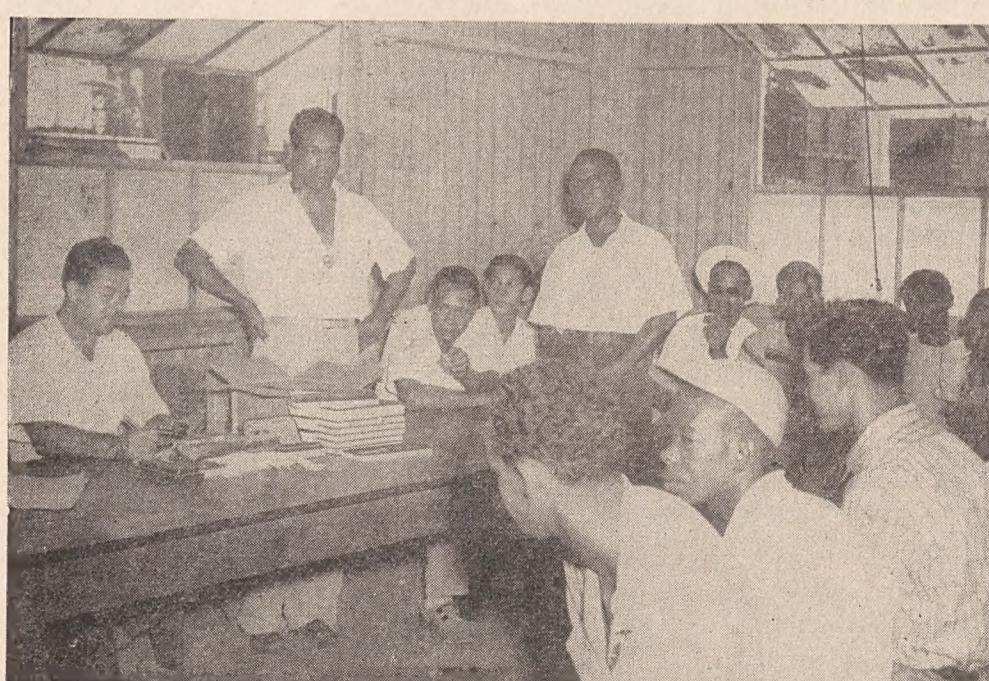
Awards are handed out in the Main Electric Shop.



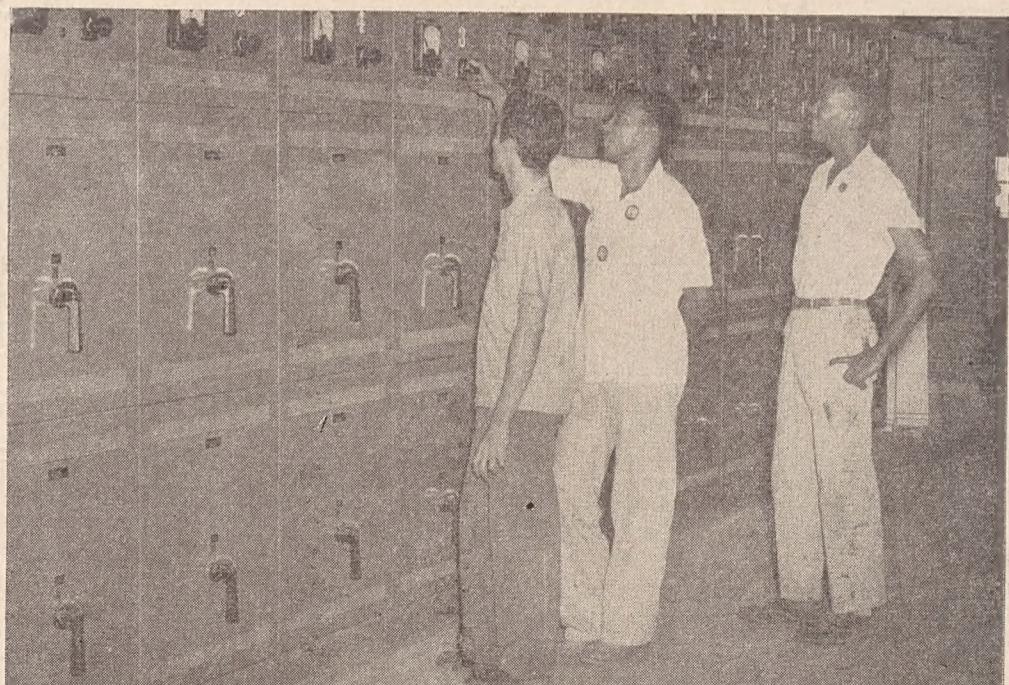
Executive Office personnel get prizes.



Men in TSD Engineering gather to receive their awards.



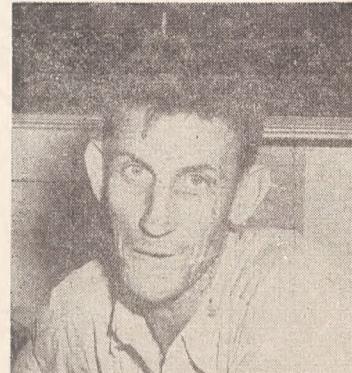
Prizes go to men from the Electrical Department.



Three safe workers from Dakota, in the Cracking Plant sub-station.

What did you think of the Contest?

Following the end of the Safe Workers' Contest, the Inquiring Photographer asked several employees what they thought about the Contest. Here are their answers:



J. Hassell, Carpenter Shop, Druif Team.

I think the Contest was responsible for the improved accident record, and that we should have another one, but not immediately. The Contest created a healthy competitive spirit, and gave employees a goal to shoot at. I think the prizes were very fine, and to me it was a good idea that winners had a choice of selecting safety shoes if they wanted them.

William Keefer, Equipment Inspection Group, Dakota Team.

I think the Contest served as an excellent training period for making the employees always conscious of working safely. A competitive spirit is good, and for that reason I think we should have another one. The prizes were fine; I took a pair of safety shoes when Dakota won the first half and, as I've just worn them out, selected another pair for our winning the second half.



John D. Morris, Equipment Inspection Group, Dakota Team.

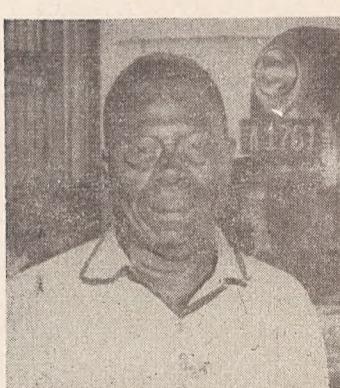
I think the Contest was a success, mainly because it helped us form safe working habits that we should carry on now that it's over. I believe it gave an impetus to the five-minutes safety talks, to the turning in of reportable hazard slips, and otherwise causing us to be more conscious of the importance of working safely and eliminating hazards. The prizes were fine, and I think part of the Contest's success was due to the establishment of a friendly competitive spirit throughout the refinery.

Jacques Arrindell, TSD Field Engineers, Dakota Team.

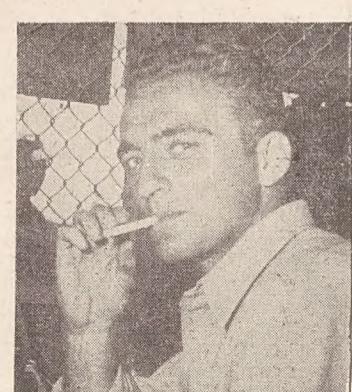
I think the Contest was definitely valuable, for I know that in our group the men are working safer and always using care in what they do. I think we should have another contest, either the same as this one or very similar to it, but that the team structure should be changed around so they will be composed of different groups.



Alfred Thompson, Garage, Balashi Team.



I think the Contest had very good results. Although our record could have been improved upon, we did improve our minor injury record by working safer on the little jobs. I think the Contest is responsible for our over-all refinery improvement record. I, as well as the men working for me, am in favor of having another safe workers' contest.



Ernest Picard, Yard Department, Andicuri Team.

I think the Contest was successful and that it should be continued. Throughout the organization it helped to give employees a competitive spirit, as well as making them always aware of the importance of safety and good working habits. Although my team didn't win any prizes, I think the awards were good, and that it was a fine idea that the Company gave the winners the choice of safety shoes if they wanted them.

REPRESENTACION

di pag. 3
di beneficio cu cualquier otro empleado cu no ta ocupa un puesto asina. Sin embargo, un Comité no por a tuma su conseho, su observacionnan of su deseonan na cuenta. Empleadonan tabata haya cu Comité tabata perde beneficio di por consulta cu empleadonan den grupo supervisorio ora nan tabata studia problemanan cu tabata afecta empleadonan, pero cu no tabata directamente conecta cu trabao.

2 - A bira mas y mas trabahoso pa un solo grupo di representante actua como un grupo consultativo riba algun problema y como un grupo negociador riba otro problemanan. Segun refineria y cantidad di empleadonan a sigui crece, e cantidad di problemanan tambe a crece. A bira mas dificil pa un solo grupo trata riba tur problemanan cu Directiva. A bira mas dificil tambe pa tene e dos partinan di funcionamiento di e Comité apartá; esta pa negocio caminda problemanan tabata habrí pa negociacion, y pa conseha riba problemanan una funcionamiento consultativo so tabata necesario.

Dos Punto Necesario

Un mihor sistema di representacion ta exigí dos punto principal:

Di promé, mester establece un sistema mihor pa trata problemanan directamente conecta cu trabao.

Di dos, mester establece comiténan consultativo pa trata problemanan cu no ta directamente conecta cu condicionnan di trabao, den cual tur empleadonan regular y di staff, incluyendo esnan den puestonan supervisorio, ta representá.

Tur dos puentonan por worde alcanzá formando diferente gruponan pa trata riba e dos diferente sortonan di problemanan: e problemanan riba cual por negociá, cu tin di haci cu salarionan, oranan y condicionnan di trabao; y e problemanan cu no ta conecta directamente cu condicionnan di trabao, riba cual por consehá unicamente.

42 Invita pa Discutí representacion

Muy pronto 42 empleado prominente lo worde invitá pa considera proposicionnan di Directiva riba e parti di representacion cu ta cubri negociacion. Nan lo worde escogí entre esnan cu ta lidernan den e Comité, of cu a mustra interes den actividadnan di e Comité den pasado.

E cantidad a worde estableci, escogiendo dos homber di cada distrito.

Parti Consultativo ta Importante

E parti consultativo pa problemanan "off-the-job" ta importante pa empleadonan y pa Directiva. Esaki a worde probá hopi bez cu trabao di e comiténan consultativo. Es funcionamiento tabata sobresaliente den historia di Comité Consultativo di Empleadonan, pues Comité tabata di yudanza pa empleadonan y pa Directiva, consehando riba Comisario, Sport Park, varios plannan di beneficio, y un cantidad grandi di otro asuntonan importante.

Influencia cu opinion di empleadonan tin riba problemanan asina ta mustra com importante es trabao aki ta. E ta duna Directiva un bista riba manera di pensa di empleadonan; e ta haci cu Directiva por tuma mihor decisionnan posibel, considerando no solamente economía di e organizacion, pero tambe bienestar di empleadonan. E ta un medio di comunicacion di mes tanto balor pa tur dos partida.

Plan pa Forma Tres Comité Consultativo

Reconociendo cu cooperacion di empleadonan ta necesario pa solucioná problemanan cu no ta directamente conecta cu di trabao, Directiva ta propone di nombra tres comité consultativo. E tres comiténan nombrá lo sirbi durante un ciero término, despues di cual lo tene eleccioan. E tres gruponan cu lo funcioná consultativamente ta:

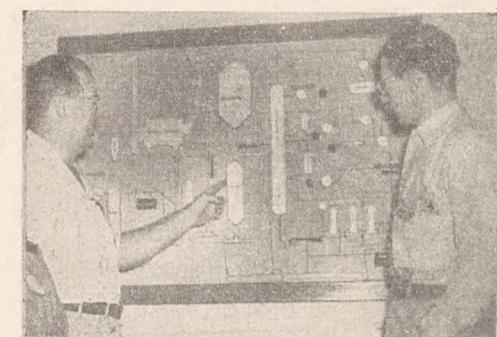
Comité Consultativo di Comisario
Comité di Sport Park
Comité Consultativo pa Problemanan Especial.

Comité Consultativo di Comisario lo consehá Directiva riba problemanan di



Taken on the afternoon of their wedding, this picture shows Mr. and Mrs. William Griffith leaving St. Theresa's Church after the ceremony. Mrs. Griffith was the former Miss Pearl Lejuez. Both are employees in the Accounting Department. (Photo by Norman Singh.)

E portret aki ta mustra William Griffith y Pearl Lejuez despues di nan matrimonio, cu a tuma lugar na Misa di Santa Teresita na San Nicolaas. Tur dos ta empleado di Accounting Department.



Daniel Rochford, of the Employee Relations Dept. in the New York office, was a visitor here last week. In surveying Lago's work in communications he talked with many employees from laborers to executives. In his search for all kinds of employee opinion, he was probably the first visitor ever to work a "graveyard" shift on the stills. George Flaherty, left, shows him a flow chart of the catalytic cracking process.

A sure-fire recipe for suicide:
To one slick road add one fast ride.
On slippery roads it always takes
Careful driving and adjusted brakes.
Speeding when it's wet as sop
Is starting something you can't stop.

A. St. A. Weeks, of the Shipyard Office, was recently named Aruba representative of the Pitman's Institute Commercial Examinations Department. He will arrange and supervise commercial examinations here which come from the Institute's headquarters in London.

cumpradornan cu lo por presentá na Comisario. Trabao di es grupo ya di importancia, lo ta di mas importancia ainda, ora cu e comisario nobo habri; lo e ta un gran yudanza pa saka tanto beneficio cu por for di e facilidadnan nobo.

(Portret di es Comité, nombrá siman pasá, riba pagina 1.)

Comité di Sport Park, mescos cu el a haci cu tanto éxito den pasado, lo sigui di ta responsabel pa organizá y conduci actividadnan di Lago Sport Park. Su trabao lo ta di gran importancia pasobra e ta percura pa recreo saludabel pa algun cien participanten na diferente ramonan di sport, y tambe pa entretenimiento di algun mil empleado, nan famianan, y otro residenten di Aruba.

Comité Consultativo pa Problemanan Especial lo consehá y consulta cu Directiva riba e siguiente puentonan: plannan di beneficio, bendemento di articulonan fuera di Comisario na empleadonan, puentonan di Seguridad cu no ta conecta cu trabao, facilidadnan médico, y otro problemanan cu no ta conecta cu trabao.

Experiencia den futuro lo mustra si ta necesario of no pa establece mas comiténan consultativo. Actualmente, sinembargo, es tres gruponan aki lo sirbi como medio di comunicacion pa cambio di ideanen entre empleadonan y Directiva.



The Wonder Pot

In a tiny hut in the forest lived a poor man, his wife, and their seven children. They were so very poor that they had to sell all they had to buy food, and finally all they had left was a cow.

Not far off lived a very rich man in a beautiful house; he had many servants, and his barn was always filled. One day, when there was not a crumb of bread left in the poor man's house, his wife told him to go to the rich man's house and ask for some food for the children. He poToT man did so, but the rich man had his servants chase him off the grounds, and he returned with empty hands. Now the cow had to go.

The next morning the poor man set out for the market to find a buyer for the cow. On the way he met an old man with a long beard, who asked him what he wanted for it. The poor man told him the price, but the old man answered: "I cannot give you gold, but we can trade the cow for this pot, if you wish", and he held up an old three-legged iron pot.

"What do I want with an old pot?" the poor man said, "I cannot give it to my wife and children to eat." But suddenly the pot spoke: "Take me with you, and you won't be sorry." The man thought that if the pot could speak, then surely it would do other amazing things, so he made the deal.

When he got home and showed his wife what he got in exchange for the cow, she was furious, but not for long, for her anger soon changed to amazement when the pot spoke again. "Clean me up, and put me on the fire," it said. The woman did so, and the pot started to dance on its three legs. "I skip, I skip," it said, "all the way down to the rich man's house." And it danced and skipped out of the house, down the road, until it got to the rich man's house; it danced into the kitchen, jumped onto the table, and sat still. The rich man's wife came into the kitchen and cried out: "Just the thing to cook my pudding in!" and she started to put milk, and flour, and eggs, and raisins and all sorts of good things into the pot. But when the pudding was cooked, the pot started to dance again, and skipped back to the poor man's house. There they all ate of the good pudding the pot had brought them, and were very happy.

The next morning, after the pot had been cleaned again, it skipped all the way down to the rich man's barn. The men were stacking up sacks of wheat. "Why look at that old pot," one of them said, "let's see how much wheat it'll hold". And they started filling it up with wheat, but it wasn't until they had emptied a hundred sacks, that the pot was filled to the brim. Then it skipped back to the poor man's house and brought them enough wheat to last them for the whole year.

On the third day the pot skipped to the rich man's house again. The rich man was counting his money, and when he turned around and saw the pot on the table, he said: "Just the thing to keep my gold coins in," and he started throwing them in it. When the pot was filled with shiny gold coins, it skipped off the table, and through the door.

The next day, the pot again skipped to the rich man's house, and when he saw it, he cried out: "There's the old pot that carried off all my money," and he ran after the pot, and threw himself over it, but when he wanted to get off it, he found he couldn't; the pot held on to him tightly. "I skip, I skip," it said. "Skip to the North Pole if you wish," the rich man said angrily. And the old pot skipped, and skipped, and skipped, until it was lost in the distance; and if it hasn't reached the North Pole yet, it can't be too far off, for all this happened many, many years ago.

E Wea Mágico

Den un cas chikito tabatin biba un mama, un tata, y siete jioe. Nan tabata asina pober, cu nan mester a bende tur loque tabatin den e cas pa nan cumpra cuminda. Porfin tur loque a resta nan tabata un baca.

No mucho leeuw tabata biba un homber masha rico; e tabatin hopi sirbiente y su magasina tabata yen tur ora bai. Un dia no tabatin ni un wiri-wiri di pan den cas di e homber pober, y el a bai cas di e homber rico, pidié poco cuminda pa su jioenan no muri di hamber, pero e homber rico a laga su sirbienten corre cuné, y el a bolbe cas man bashi. Di moda cu pa su mayan el a tuma caminda bon tempran pa busca bende pe baca.

Na caminda el a topa un homber bieuw cu un barba largo, y e homber a puntré quanto e ta pidi pe baca, pero ora el a duna prijs, e homber bieuw di: "Mi no por paga bo cu oro, pero si bo ke nös por troca e baca pa e wea aki", y el a mustré un wea di hero cu tres pia. "Kico mi ta haci cu un wea", e homber di, "ni cuminda nos no tin pa cushion aden." Den esey e wea a cuminda papia. "Tuma mi, y lo sali bo di bon", e di. E homber a pensa cu si e wea por papia, anto sigur lo e por haci mas tambe, y el a troké pe baca.

Ora cu el a yega cas, y e casá a mira kico el a trece na lugar di e baca, el a rabia, pero pronto su rabia a cambia na asombro pasobra e wea a bolbe papia, bisando: „Laba mi, y pone mi na candela." E muhe a haci manera e wea a manda, y asina cu el a poné riba candela, e wea a cumenza balia riba su tres pia. "Mi ta balia, mi ta balia", e wea di, "te na cas di e homber rico", y cu e palabraney e wea a balia sali foi cas, te cu el a yega den cushiona di e homber rico y el a bula riba un mesa. Net señora di e homber rico a drenta cushiona y weitando e wea riba mesa, e di: "Net pa mi traha mi pudin aden", y el a cumenza pone lechi, y webo, y rasenchi, y tur sorto di cos bon aden. Pero ora e pudin tabata cla, e wea a balia bai te cu el a yega cas di e homber pober. Aya tur a come di e pudin dushi cu e wea a trece, y nan tabata masha contento.

Pa su mayan e wea a balia bai te den magasina di e homber rico; e trahadornan tabata stiwa saco di hariña. "Mira un wea bieuw ey", un di nan di, "laga nos mira cuanto hariña e ta carga". Y nan a cumenza yené, pero ta te ora cu nan a basha cien saco aden, e wea a yena. Y asina cu e tabata yen, el a balia bai liher na cas di e homber pober, y e hariña tabata basta pa nan a traha pan henter anja.

Di tres dia e wea a bolbe bai cas di e homber rico; net e tabata conta placa di oro den su kamber, y ora el a drei mira e wea riba mesa, e di: "Net bon pa mi warda e placan di oro aden", y el a cumenza yema e wea. Asina cu e wea tabata yen, el a bula foi mesa, cumenza balia bai. "Hey, unda bo ta bai cu mi morocotanan?" e homber a grité, pero e wea a sigui balia keto bai, te ora el a yega cas di e homber pober, y e placa cu el a trece tabata basta pa nan a biba bon y contento henter nan bida.

E siguiente dia e wea a bolbe cas di e homber rico, y ora esaki a miré, el a grita: „Ata e wea cu a corre bai cu mi morocotanan", y el a cumenza corre tras di e wea, y el a tira su curpa riba dje, pe wea no corre bai. Pero ora e kera lamta atrobe, e no tabata por; e wea tabatiné bon duru tení.

"Mi ta balia, mi ta balia", e wea di. "Balia bai China mes si bo ke", e homber rico a grité rabiá. Y e wea a balia, balia, te cu el a perde den distancia. "Y si e'n yega China ainda, e'n por ta mucho leeuw, pasobra loque mi a caba di conta a socede hopi hopi anja pasá.

Safety Pays

NEWS and VIEWS



Officiating at the opening of the new Anglican Church in San Nicolas is the Bishop of Antigua, center. Reverend Jakeman, rector of the Holy Cross Church, helped to conduct the ceremonies which marked the opening of the building. It will seat 400 worshippers and is located across from Lagoville on the road to Swingsters Square Garden.

Saturday, October 29, marked the opening of the new Anglican Church in San Nicolas. The Lord Bishop of Antigua, center officiated at the opening. Shown at left are Lago Public Relations Director B. Teagle, Mrs. Hessling, Acting Lt. Governor H. A. Hessling and Mrs. Jakeman.



Recent prominent visitors included a group of U. S. and Venezuelan government officials here for a view of Lago operations. Shown above on their arrival (with F. E. Griffin of Lago, at left, and American Consul H. Reid Bird, third from right), are, left to right: Mr. C. Layson, Embassy, Lima, Peru; Mr. L. Cordero, Ministerio de Fomento; Dr. F. Medina, Ministerio de Fomento; Mr. R. Eakins, Oil & Gas Section, U. S. Department of State; Mr. A. Cardenas, photographer; and Dr. L. Miranda, Ministerio de Fomento. Not in the picture are G. Leddy of the U. S. Embassy in Caracas, and two other members of the welcoming party, O. Mingus of Lago and R. Madrid, Venezuelan Consul-General in Aruba.



To celebrate November weddings, employees of the Laundry gave gifts to Mary Hassell and Viola Livingston. Miss Hassell was married on November 16 to Ricardo De Weever; Miss Livingston became Mrs. George Granger on November 23. The gifts were presented by Miss Balanco and Miss Simmons.

Dos empleado di Laundry a casa durante luna di November y a ricibi regalonan cerca nan compañeran di trabao. Nan ta Mary Hassell kende a casa cu Ricardo De Weever dia 16, y Viola Livingston kende a casa cu George Granger dia 23. Señorita Balanco (banda robez) y Señorita Simmons a presenta e regalonan den nomber di tur e otronan.